

IMPACT (Imperial Positive About Cultural Talent)

Programme 2016

June - September 2016



What is IMPACT?

Overview

IMPACT (Imperial Positive about Cultural Talent) is Imperial's development Programme for BAME staff. The Programme was established in 2014, with the aim of enabling Imperial College staff from diverse backgrounds to see how cultural difference can be positively leveraged in the workplace. This programme enables staff to harness their unique talents in their roles

The programme runs over four months and comprises of five workshops and four action learning sets. The action learning sets give participants an opportunity to address challenges and find practical solutions.

Participants will also develop a project in their action learning sets to be presented on the final day of the course. The programme is endorsed by the Institute of Leadership and Management (ILM)

Action Learning Sets

As a part of the IMPACT Programme, delegates will be divided into groups of four to five and be given an action learning set facilitator. The action learning sets (ALS) will give the delegate the opportunity to receive constructive structured advice and feedback on any issues they may have. This could range from difficulty in approaching an interview panel to working in a challenging team.

The action learning sets can also be used to discuss the group's IMPACT project and solving any hurdles that might arise. The Action Learning sessions will be **2.5 hours long** with dates and times of a set will be provided prior to the IMPACT programme starting

Benefits of IMPACT for an employer	Benefits of IMPACT for an employee
Understanding of diverse needs in the workplace	Time to reflect
Enhancing cultural understanding and capability for teams resulting in increased productivity	Given the tools needed to aid career progression
Increased engagement in the organisation from the employee	Networking opportunities
Enhanced career conversations	Increased confidence and self-awareness

What is IMPACT?

The Project

As a part of the IMPACT Programme, once delegates have been assigned to their action learning sets, they will be required to design a group project. The project will be presented to the other delegates, managers, mentors and guests who attend the final graduation day.

The project must include the following aspects:

- An identified function, area, activity, process or behavior within the organisation that should be implemented, improved or changed
- Be able to be taken up after the Programme by delegates or organisation Sponsors
- Be presented in a creative format

Highlight why the group chose the particular subject, findings and recommendations

- Be done in your own time, however action learning set sessions provide the opportunity to talk to the ALS facilitator about any difficulties or issues the group is facing in regards to the project

The group will have ten minutes to present their project and five minutes for questions and answers on the graduation day.



Workshop 1

Facilitator: EDIC

Date: 13th June 2016 – 09:30 – 17:00

Location: Seminar and Learning Centre Room 2, 5th floor
Sherfield Building, South Kensington Campus

Areas covered:

- Introduction to IMPACT
- You and your culture
- Personal goals
- Introduction to your action learning set
- Where are you now/where you would like to be
- Letters to yourselves



Aims by the end of the workshop:

- Have a clear focus about your career and development goals
- Have awareness of different cultural competencies
- Understand commitments involved throughout and following IMPACT

Workshop 2

Facilitator: EDIC

Date: 29th June 2016 – 09:30 – 17:00

Location: Seminar and Learning Centre Room 6, 5th floor
Sherfield Building, South Kensington Campus

Areas to cover:

- Iceberg model at Imperial
- Charles Handy's model of organisational culture
- Leadership vs Management
- Johari window
- How does culture affect my work
- High/Low context culture

Aims by the end of the workshops:

- Developing your cultural competence
- Understanding the organisational (majority) culture
- Awareness of the impact culture has on operations, processes and decisions
- Distinguish the difference between leadership and management



Workshop 3

Facilitator: EDIC

Date: 12th July 2016 -09:30 – 17:00

Location: Seminar and Learning Centre Room 1, 5th floor Sherfield Building, South Kensington Campus

Areas covered:

- Leadership case studies
- Forum acting
- TMSDI



Aims by the end of the workshop:

- Awareness of values, motivational factors and preferred working styles
- Develop your leadership competencies
- Develop effective communication techniques

Workshop 4

Facilitator: EDIC

Date: 26th July 2016 – 09:30 -17:00

Location: Seminar and Learning Centre Room 6, 5th floor Sherfield Building, South Kensington Campus

Areas covered:

- CVs/applications
- One minute presentation
- Interview skills

Aims by the end of the workshop:

- Develop confidence and practical skills to facilitate career progression



Workshop 5

Facilitator: EDIC

Date: 11th August 2016 – 09:30 – 17:00

Location: Seminar and Learning Centre Room 1, 5th floor Sherfield Building, South Kensington Campus

Areas to cover:

- How to be assertive in the workplace
- Vision boards
- Mindfulness session
- Career anchors

Aims by the end of the workshops:

- Develop techniques to reaffirm one's goals
- Improved confidence and assertiveness
- Understand how your culture impacts upon your workplace



Action learning sets will be split into three groups and run by the following:

- Kalpna Mistry
- Gabriella Kerr – Gordon
- Leyla Okhai

These will run for 2 hours per action learning set on the following dates:

- **ALS 1** – 22nd June 2016 – 09:30 – 17:00
- **ALS 2** – 4th July 2016 – 09:30 – 17:00
- **ALS 3** – 20th July 2016 – 09:30 – 17:00
- **ALS 4** - 3rd August 2016 – 09:30 – 17:00

The Graduation day will be 9th September 2016 from 09:00 – 17:00 (may not last the whole day)

*Dates and content maybe subject to change and will be communicated as early as possible.

